

**MICHIGAN DEPARTMENT OF CIVIL SERVICE  
JOB SPECIFICATION**

**RECREATIONAL THERAPIST**

**JOB DESCRIPTION**

Employees in this job complete or oversee a variety of professional recreational therapeutic assignments to meet the developmental needs of residents of state mental health, correctional, and educational facilities, as well as those in community based residential programs.

There are four classifications in this job.

**Position Code Title – Recreational Therapist -E**

Recreational Therapist 9

This is the entry level. As a trainee, the employee carries out a range of professional recreational therapist assignments while learning the methods of the work.

Recreational Therapist 10

This is the intermediate level. The employee performs an expanding range of professional recreational therapist assignments in a developing capacity.

Recreational Therapist P11

This is the experienced level. The employee performs a full range of professional recreational therapist assignments in a full functioning capacity. Considerable independent judgement is used to make decisions in carrying out assignments that have significant impact on services or programs. Guidelines may be available, but require adaptation or interpretation to determine appropriate courses of action.

**Position Code Title – Recreational Therapist -A**

Recreational Therapist 12

This is the advanced level. At this level, employees are responsible for overseeing the work assignments of other professionals or have regular assignments that have been recognized by Civil Service as having significantly greater complexity than those assigned at the experienced level in the series.

**NOTE:** Employees generally progress through this series to the experienced-level based on satisfactory performance and possession of the required experience.

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#### **JOB DUTIES**

**NOTE:** The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Provides direct recreational therapy for residents.

Develops and establishes recreational programs of a therapeutic nature suited to the physical and mental capabilities of the residents.

Adapts calisthenics, competitive games and other organized recreational activities to residents' needs and abilities.

Designs individualized treatment programs.

Confers with physicians, therapists and other staff members regarding the treatment needs of residents.

Coordinates the recreational therapy program with other disciplines.

Overviews training classes for affiliating students, student nurses and attendants.

Maintains progress notes and individual records; prepares reports and conducts correspondence related to the work.

Recruits, trains, schedules, and directs volunteers.

Purchases, adapts, and maintains necessary equipment.

Directs a patient work crew in the work therapy program.

Provides required assistance in research projects.

May perform related essential functions appropriate to the class and other non-essential functions as required.

#### **Additional Job Duties**

##### **Recreational Therapist 12 (Lead Worker)**

Oversees the work of professional staff by making and reviewing work assignments, establishing priorities, coordinating activities, and resolving related work problems.

##### **Recreational Therapist 12 (Senior Worker)**

Performs on a regular basis professional recreational therapist assignments, which are recognized by Civil Service as more complex than those assigned at the experienced level.

**JOB QUALIFICATIONS**

**Knowledge, Skills, and Abilities**

**NOTE:** Some knowledge in the area listed is required at the entry level, developing knowledge is necessary at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of the principles and practices of recreational therapy.

Knowledge of the various appropriate recreational activities used for the therapeutic treatment of mentally or physically handicapped persons.

Knowledge of the equipment used in recreational work.

Knowledge of the operations of a therapeutic recreational program in a facility or community setting.

Ability to assess the effectiveness of a therapeutic recreational program.

Ability to gain the cooperation of patients.

Ability to carry out detailed instructions.

Ability to work with professional and other personnel in the area of work being done.

Ability to overview training classes for affiliating students, student nurses, and attendants.

Ability to maintain records, prepare reports and correspondence related to the work.

Ability to communicate effectively with others.

Ability to maintain favorable public relations.

**Additional Knowledge, Skills, and Abilities**

Recreational Therapist 12 (Lead Worker)

Ability to organize and coordinate the work of others.

Ability to set priorities and assign work to other professionals.

**Working Conditions**

Some jobs require an employee to work in adversarial situations.

Some jobs require an employee to be exposed to diseases and illnesses.

Some jobs require direct contact with patients and prisoners.

Some jobs are located in a correctional facility, mental health facility, social services agency, or hospital facility.

**Physical Requirements**

The job duties require an employee to stand for long periods.

The job duties require an employee to work under stressful conditions.

The job duties require an employee to handle the physical demands of the work including lifting and restraining patients.

The job duties require an employee to direct and participate in recreational activities with prisoners.

**Education**

Possession of a bachelor's degree in recreational therapy.

**Experience**

**Recreational Therapist 9**

No specific amount or type is required.

**Recreational Therapist 10**

One year of experience providing professional recreational therapy services equivalent to a Recreational Therapist in state service.

**Recreational Therapist P11**

Two years of experience providing professional recreational therapy services equivalent to a Recreational Therapist in state service, including one year equivalent to an intermediate level Recreational Therapist.

**Recreational Therapist 12**

Three years of experience providing professional recreational therapy services equivalent to a Recreational Therapist in state service, including one year equivalent to a Recreational Therapist P11.

**Special Requirements, Licenses, and Certifications**

None.

**NOTE:** Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

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**JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION**

**Job Code**

RECREATHP

**Job Code Description**

Recreational Therapist

**Position Title**

Recreational Therapist -E

Recreational Therapist -A

**Position Code**

RECRTHPE

RECRTHPA

**Pay Schedule**

W22-005

W22-034

ECP Group 2  
8/20/2000  
DS/VLWT